



— State of —  
**North Dakota**  
*Office of the Governor*

**John Hoeven**  
*Governor*

PROCLAMATION  
**EQUAL PAY DAY**  
**APRIL 22, 2008**

**WHEREAS**, forty-five years ago the Equal Pay Act and Title VII of the Civil Rights Act was passed to bring to an end inequitable pay differentials; and

**WHEREAS**, North Dakota is committed to fair pay for all citizens, regardless of sex; and

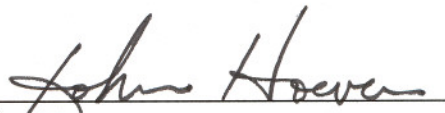
**WHEREAS**, fair pay strengthens the security of families today and eases future retirement costs, while enhancing the American economy; and

**WHEREAS**, women bring in half or more of the household income in the majority of the United States and make up 61.7% of the workforce; and


**WHEREAS**, fair pay equity can be encouraged and supported in both the public and private sectors; and

**WHEREAS**, North Dakotans are urged to recognize the full value of women's skills and significant contributions to the labor force, and further encourages businesses to ensure women are being paid fairly.

**NOW THEREFORE**, as Governor of the State of North Dakota, I do hereby proclaim April 22, 2008, **EQUAL PAY DAY** in the state of North Dakota.

  
\_\_\_\_\_  
John Hoeven  
Governor

ATTEST:

  
\_\_\_\_\_  
Alvin A. Jaeger  
Secretary of State

600 E Boulevard Ave.  
Bismarck, ND 58505-0001  
Phone: 701.328.2200  
Fax: 701.328.2205  
[www.nd.gov](http://www.nd.gov)